

REFLECTIONS - 2024

What do I feel were my most significant accomplishments (personal and/or professional) in 2024?

Personal

- 1.
- 2.
- 3.
- 4.
- 5.

Professional

- 1.
- 2.
- 3.
- 4.
- 5.

What do I feel were my most significant disappointments (personal and/or professional) in 2024?

Personal

- 1.
- 2.
- 3.
- 4.
- 5.

Professional

- 1.
- 2.
- 3.
- 4.
- 5.

What is my life's purpose?

(This is not philosophical nor abstract, but deadly practical. It is where integrity lives.)

What do I wish I had more of?

What am I most passionate about today?

If I stopped today, would it be enough?

Are the best things in life ahead of me or behind me? What determines this?

Business Performance

	2023	2024 Plan	2024 Actual	2025 Plan
Revenue				
EBITDA or NET				
Total # Employees				
Revenue / Employee				
Profit / Employee				

To what factors do I attribute any upward or downward trends?

How do or should these affect long-term planning?

What were my top 3 most significant learning experiences this past year?

- 1.**
- 2.**
- 3.**

Where do I want the company to be in 3 - 5 years? What will the company require to get there? Where am I the bottleneck?

**What is keeping me from taking my company to the next level?
What are my “blind spots”?**

What is the single most strategic thing I must accomplish in 2025?

What practices (specific, measurable, regular activities) will I engage in to enhance my performance & development as a leader? How will I be accountable?

1.

2.

3.

4.

5.

What do I want to celebrate one year from now? Three years?

1 Year –

3 Years –

What are my top five 2025 goals (Professional or Personal)?

1.

2.

3.

4.

5.

How can the members of my Vistage Group and my Chair most effectively assist and support me in 2025?

Letter to myself on where I will be in one year:

Email this letter to December1st2025@followupthen.com

This exercise was first developed by Vistage Chair John Younker and adapted by Greg Bustin, Tom Cuthbert, and Jason Straughan. For additional copies or to schedule a 121 session contact Jason Straughan @ 210-387-1464 or jason.straughan@vistagechair.com